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Haryana Government Gazette

EXTRAORDINARY

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HARYANA GOVERNMENT
ENVIRONMENT DEPARTMENT

Notification

The 21st January, 2015

No. 930.— The Governor of Haryana is pleased to appoint Sh. Ajay Kadian, IFS as Member Secretary, Haryana State Pollution Control Board, Panchkula for a period of one year, with immediate effect.

The terms and conditions of his appointment will be issued later on.

Chandigarh:
The 19th January, 2015.

DR. AVTAR SINGH,
Principal Secretary to Government Haryana,
Environment Department.

HARYANA GOVERNMENT
MINES AND GEOLOGY DEPARTMENT
Auction Notice
The 21st January, 2015

DMG/HY/Auction/ML/RWR/290.—It is hereby notified for the information of the **General Public** that following Slate Stone Mine over an area **22.78 hectares** of Villages **Majra and Menth**i, District Rewari will be put to auction for grant of mining lease for period of **10 years on 18th February, 2015 at 11:00 AM** in the office of the Mining Officer/Geologist (Jr.), Mines & Geology Department, Haryana, Rewari at Panchayat Bhawan, Rewari subject to conditions given below. The details of the areas along with reserve prices, period of leases etc. are as under:—

Sr. No.	Name of Mine	Details of the area of Mine		Tentative Area of Mine in hectare	Reserve price (in crore)
		Village	Khasra Nos.		
1	Majra Menethi Slate Stone Mine	Majra	45/27, 57/26	22. 78 hectares	6.60
		Manethi	51/26, 53/22 53/23,53/24,53/23/2, 54/24 54/25/2, 54/25/1 67/3 to 8,67/12, 67/13, 67/14/1, 67/15, 67/16, 67/17/2, 67/18, 67/19, 67/22,67/23,67/25, 67/28 68/1, 68/2, 68/3, 68/9 to 12, 68/20 71/2, 71/3,71/7min, 71/10/2, 71/11, 71/12, 71/18, 71/20,71/22, 71/23, 71/26/1, 71/26/2 84/2, 84/3, 84/8 to 13, 84/19 to 21, 84/26 to 28 84/30, 85/26 86/29, 86/22, 100/28, 115/27		

1. The period of lease shall commence *w.e.f.* the date of grant of environmental clearance by competent authority as required under EIA notification dated 14th September, 2006 issued by the MoEF, GoI or on expiry of a period of 12 months from the date of acceptance of highest bid/issuance of “**Letter of Intent**”, (LoI) whichever is earlier.
2. The Mine / any area of the Mine can be withdrawn from the auction without assigning any reason.
3. Though due care has been taken in specifying the details of the areas of the mining lease etc., However, in case of any inadvertent clerical mistake the same shall be got rectified/corrected even after the auction but before execution of lease deed.
4. The area of the Mine is **Tentative** and are being notified on ‘**as is where is basis**’ and all prospective bidders are expected and presumed to have surveyed the areas to make their own assessment for the potential of the areas for which bids are to be offered. The State Government shall not be responsible for any kind of loss in land / area or any other loss to the bidders/contractors at any point of time (before or after grant of lease) on account of reduction in land / area or otherwise. Further the bidders are also expected to have gone through the terms and conditions of auction notice and also the applicable Acts and Rules for undertaking mining.
5. No request regarding reduction in bid amount on account of reduction in land/area of the Mine, on any account including due to change in description of khasra numbers / location etc. at any stage will be entertained on any

ground including loss/reduction of area for mining on account of compliance of applicable laws/restrictions. Needless to State that this also includes of the changes if any as per condition No. 3.

6. No person shall be eligible to participate in the auction, who or any of his family members is a defaulter of any Government dues in respect of any mineral concession granted in the past or any other current mineral concession. In case any of the partners of a Partnership Firm or a Director of a company participating in the bid/ auction process or any of their family members are found to be defaulter, the bidder firm/ company would be held ineligible.
7. No bidder shall be permitted to participate in the auction unless, he produces a "No Dues Certificate" from the authorized officer or furnishes an affidavit sworn before any Magistrate to the effect that no amount of lease money, royalty, dead rent or surface rent is due in respect of any mining lease or mineral concession held by him earlier or in respect of any mineral concession currently held by him or his family members.
8. In case any bidder participated in the auction is found to be in arrears at any stage, his bid shall be revoked with forfeiture of the amount deposited by him.
9. All the intending bidders shall deposit the earnest money, equal to 10% of the reserve price of the mining area/site for which bid has to be made, rounded by an amount of Rs. 10,000/- of the mining for the each of the mines/sites for which bids are proposed to be offered, before commencement of open auction.
10. During the course of bidding, the Presiding Officer in the interest of State revenue may direct the bidders to produce physically amount considered reasonable by him in case he feels that the amount of bid has gone unreasonably very high and there is possibility of highest bidder trying to skip away or refuse to deposit the due lease money and security as per terms and conditions of the auction notice at the fall of hammer.
11. The Presiding Officer for ensuring peaceful auction may direct any bidder or any other person present during the auction proceedings to leave the auction premises in the event of disorderly conduct by him or on behalf of any bidder. In cases of extreme misconduct or misbehavior, the Presiding Officer may order the forfeiture of earnest money deposited by such bidder and recommend his debarring from participation in any future auctions.
12. The earnest money deposited by the bidders, except in the cases where the earnest money has been ordered to be forfeited by the Presiding Officer on grounds of any misconduct during the auction proceedings, shall be refunded immediately upon completion of the auction proceedings.
13. The highest bid received shall become the 'annual dead rent' amount payable by the lessee. The rate of annual dead rent initially determined on the basis of competitive bids/auctions shall be increased by 25% on completion of each block of three years;

Explanation: -- If the initially determined amount of annual dead rent is Rs. 100/-, it shall be increased to Rs. 125/- with the commencement of the fourth year and to Rs. 156.25/- with the commencement of the 7th year and so on and so forth for the next each block of three years.

14. The highest bidder shall be liable to deposit 25% of the annual bid amount as "security" and one month's advance dead rent. The above said amount shall be deposited as per following schedule:--
 - (a) an amount equal to 10% of the annual bid amount as 'initial bid security' at the fall of hammer.
 - (b) balance amount of bid security *i.e.* 15% of the annual bid amount along with one month's advance dead rent before commencement of the mining operation or before expiry of the period of 12 months, whichever is earlier.
15. In case the highest bidder fails to deposit 10% of the annual bid amount towards the "Initial Bid Security" at the fall of hammer as per above, the earnest money shall be forfeited. Further he shall not be eligible to participate in any auctions/competitive bids in respect of the same area or any other area in the State for a period of 5 years.
16. The Presiding Officer may provisionally accept or reject the highest bid offered/ received during the auction proceedings and send his recommendations to the Director, who shall obtain the orders of the Government thereon. No bid shall be regarded as successful bid unless accepted by the Government;
17. After deposit of 10% of the bid amount as '**Initial Bid Security**' at the fall of hammer by the highest bidder **no request from the highest bidder regarding revocation or the withdrawal of the highest bid shall be considered**. In case of any such request is made the same shall be followed by the **penal** actions *i.e.* 10% amount deposited as **Initial Bid Security** at the time of auction shall stand forfeited; the un-paid

15% amount towards security shall be recovered as arrears of land revenue and such bidder (s) shall be debarred from participation in any subsequent bids for a period of 5 years.

18. After the acceptance of highest bid by the State Government and on issuance of Letter of Intent, the LoI holder shall execute a lease deed in Form ML-I appended to the 'Haryana Minor Mineral Concession, Stocking, Transportation of Minerals and Prevention of Illegal Mining Rules, 2012' within a period of 90 days of the order of grant of LoI.

19. In case of failure to execute the lease deed, after issue of acceptance of bid/LoI within prescribed period, the acceptance/LoI shall be deemed to have been revoked and 10% amount deposited towards Initial Bid Security shall stand forfeited and un-paid 15% amount towards security shall be recovered as arrears of land revenue and such bidder shall be debarred from participation in any subsequent bids for a period of 5 years.

20. After execution of lease deed, either before commencement of the mining operation or before expiry of the period of 12 months from the date of issuance of LoI, whichever is earlier in case of failure to deposit the balance 15% amount towards security (as required under clause 13(b) above) the acceptance of bid/issuance of LoI/execution of lease deed shall be deemed to have been revoked and 10% amount deposited towards as Initial Bid Security at the time of auction shall stand forfeited. Further un-paid 15% amount towards security shall be recovered as arrears of land revenue and such bidder shall be debarred from participation in any subsequent bids for a period of 5 years.

21. The lessee shall be liable to pay dead rent as determined through open auction or shall pay royalty in respect of each of the minor minerals extracted or removed or consumed by him or by his agent, manager, employee etc., whichever is more. The royalty shall be payable at the rates prescribed in the First Schedule appended to the State Rules and as may be revised by the State Government from time to time.

22. The lessee shall also deposit/pay an additional amount equal to 10% of the due dead rent or royalty whichever is more along with installments towards the 'Mines and Minerals Development, Restoration and Rehabilitation Fund.

23. He lessee shall be liable to pay advance income tax as per provisions of Section 206(c) of Income Tax Act in addition to lease money, payable as per terms and conditions of lease agreement.

24. On enhancement of the lease money with expiry of every three years period, the lessee shall deposit the balance amount of security so as to upscale the security amount equal to 25% of the revised annual dead rent as applicable for one year with respect to the next block of three years. No interest, whatsoever, shall be payable on the security amount deposited under proper security head of the Government.

25. The LoI holder/lessee shall also furnish a solvent surety for a sum equal to the amount of the annual bid for execution of the lease deed. In case the surety offered by the lessee(s) during the subsistence of the lease is not found solvent, the lessee(s) shall offer another solvent surety and a supplementary deed to this effect shall be executed;

26. The mining lessee shall prepare a Mining Plan along with the Mine Closure Plan (Progressive & Final) from the Recognized Qualified Person as per Chapter 10 of the "Haryana Minor Mineral Concession, Stocking, Transportation of Minerals and Prevention of Illegal Mining Rules, 2012" for Mining Area granted on lease. The Mine Lessee shall not commence mining operations in any area except in accordance with such Mining Plan duly approved by an officer authorized by the Director, Mines & Geology, in this behalf. Further, the actual mining will be allowed to be commenced only after getting Environmental Clearance by the LoI holder/mining lessee for the Mining Lease Area from Competent Authority as required under notification dated 14th September, 2006 and 4th April, 2011 issued by the MoE & F, GoI.

27. The Mining Lessee would also be liable to pay following to the land owners:--

- the annual rent in respect of the land area blocked under the concession but not being operated; and
- the rent plus compensation in respect of the area used for actual mining operations.

The amount of annual rent and the compensation shall be settled mutually between the land owner and the Mining Lessee. In case of non-settlement of the rent and compensation the same shall be decided by the District Collector concerned in accordance with the provisions of Chapter 9 of the "Haryana Minor Mineral Concession, Stocking, and Transportation of Minerals and Prevention of Illegal Mining Rules, 2012".

28. The total mineral excavated and stacked by the concession holder within the area granted on mining lease shall not exceed two times of the average monthly production as per approved Mining Plan at any point of time.
29. The Mining Lessee shall not stock any mineral outside the concession area granted on mining lease, without obtaining a valid mineral dealer licence as per provisions contained in Chapter 14 of the "Haryana Minor Mineral Concession, Stocking, Transportation of Minerals and Prevention of Illegal Mining Rules, 2012".
30. In the interest of associated downstream mineral-based processing industries, the lessee shall be under obligation to make available upto 75% of the produced raw material/stone to the downstream industries *i.e* stone crushers operating in the area. However, in case lessee is unable to find market for his raw mineral to the extent of 75% of production, he would be required to obtain prior permission of the department to consume raw mineral in excess of 25% of his production but not exceeding 50% of his production for grounds to be recorded in writing.
31. The lessee shall not carry out any mining operations in any reserved/protected forest or any area prohibited by any law in force in India or prohibited by any authority without obtaining prior permission in writing from such authority or officer authorized in this behalf. In case of refusal of permission by such authority or officer authorized in this behalf, lessee (s) shall not be entitled to claim any relief in payment of dead rent/royalty on this account.
32. That no mining operation shall be allowed in the urbansizable zone of area notified by Town and Country Planning Department. Further, in case of the agriculture zone of area notified by Town and Country Planning Department, mining shall be permissible only after obtaining prior permission from the Competent Authority.
33. A safety margin of two meters (2m) shall be maintained above the ground water table while undertaking mining and no mining operations shall be permissible below this level unless a specific permission is obtained from the Competent Authority in this behalf.
34. The lessee shall not undertake any mining operations in the area granted on mining lease without obtaining requisite permission from the Competent Authority as required for undertaking mining operations under relevant laws.
35. The lessee shall be under obligation to carryout mining in accordance with all other provisions applicable as per Mines Act, 1952, Mines and Minerals (Development and Regulation) Act, 1957, Indian Explosive Act, 1884, Forest (Conservation) Act, 1980 and Environment (Protection) Act, 1986 and the rules made there under, Water (Prevention and Control of Pollution) Act, 1974, Air (Prevention and Control of Pollution) Act, 1981 and Wild Life (Protection) Act, 1972.
36. Shri Rajbir Singh has filed a CWP No. 27700 of 2013 before the Hon'ble Punjab and Haryana High Court challenging (i) commencement of contract/ lease period after 12 months from the date of acceptance of highest bid/issuance of "**Letter of Intent**" or from date of obtaining of environmental clearance from Competent Authority which ever is earlier and (ii) payment of rent and compensation to surface right holder/land owners from where mining operations are to be carried out. Therefore, commencement of period of contract & payment of compensation to land owners shall be as per final outcome of court order in said CWP.
37. Shri Raman Sethi one of the LoI holders has filed a CWP No. 6378 of 2014. Few others LoI holders have also filed CWP's before the Hon'ble Punjab and Haryana High Court challenging levy of Stamp Duty on execution of lease deed. Accordingly, the charging of stamp duty for the execution of "lease deed" shall be as per final outcome of the CWP's.

Further information, if any required, can be had on any working day from the office of the Mining Officer/ Geologist (Jr.), Mines & Geology Department, Haryana, Rewari, Panchayat Bhawan, Rewari or from the O/o the Director, Mines and Geology, Haryana, 30 Bays Building, Sector 17, Chandigarh.

ARUN KUMAR GUPTA,
Director General, Mines and Geology Department
Haryana.

HARYANA GOVERNMENT**LABOUR DEPARTMENT****Notification**

The 21st January, 2015

No. I.R.-II-Exmp/NS(W)/Mgt/2015/07/3194:—In exercise of the powers conferred by Section 28 of the Punjab Shops and Commercial Establishments Act, 1958 (Punjab Act 15 of 1958) read with rules framed under the said Act, and all the powers enabling him in this behalf the Governor of Haryana hereby exempts **M/s Accenture Services Private Limited Building No-6, Tower-B, Ground & 1 Floor, Gurgaon** from the operation of the provisions of section 30 of the Punjab Shops and Commercial Establishments Act, 1958 for a period of **One year** from the date of publication of the notification in the Official Gazette subject to the following conditions:-

1. The Establishment must be registered/renewed through on-line under the Punjab Shops and Commercial Establishments Act, 1958 on the departmental web site (www.hrlabour.gov.in)
2. The total No. of hours of work of an employee in the establishment shall not exceed ten on any one day.
3. The spread over inclusive of interval for rest in the establishment shall not exceed twelve hours on any one day.
4. The total No. of hours of overtime work shall not exceed fifty in any one quarter and the person employed for over time shall be paid remuneration at double the rate of normal wages payable to him calculated by the hours.
5. The Management will ensure protection of women from Sexual Harassment at work place in terms of the direction of the Hon'ble Supreme Court in the case of *Vishaka & Others Vs. State of Rajasthan* *vide* judgment dated 13-8-1997 (AIR 1997 Supreme Court-3011).
6. The Management will provide adequate Security and proper Transport facility to the women workers including women employees of contractors during the evening/night shifts.
7. The Management shall execute the Security Contract with an appropriately licensed/registered Security Agency including the name of the cab provider/Transport contractor.
8. The Management will ensure that the women employees boarding on the vehicle in the presence of security guards on duty.
9. The Management will ensure that the Security Incharge/Management have maintained the Boarding Register/Digitally signed computerized record consisting the Date, Name of the Model & Manufacturer of the Vehicle, Vehicle Registration No., Name of the Driver, Address of the Driver, Phone/Contract No. of the Driver, and Time of Pickup of the women employees from the establishment destination.
10. The Management will ensure that the attendance Register of the security guard is maintained by the security incharge/ management.
11. The Management will also ensure that the driver is carrying the photo identity cards clearly bearing his Name and with proper address and dress.
12. The Management will ensure that the transport vehicle incharge / security incharge / management is maintained a movement register.
13. The Management will ensure that the vehicle is not black or tinted glasses.
14. The Management will ensure that the emergency calls not are displayed inside the vehicle. The Management will also ensure that the driver will not take any women employee first for work place and will not drop last at home/her accommodation.
15. The Management will ensure that the drivers will not to leave the dropping point before the employees enters into her accommodation.
16. The Management will ensure to an annual self defense workshop/training for women employees.
17. Among other conditions as may be specified in this regard by the Labour Department from time to time.

ARUN KUMAR GUPTA,
Labour Commissioner, Haryana.

HARYANA GOVERNMENT

LABOUR DEPARTMENT

Notification

The 21st January, 2015

No. I.R.-II-Exmp/NS(W)/Mgt/2015/05/3196.— In exercise of the powers conferred by Section 28 of the Punjab Shops and Commercial Establishments Act, 1958 (Punjab Act 15 of 1958) read with rules framed under the said Act, and all the powers enabling him in this behalf the Governor of Haryana hereby exempts **M/s Affiated Computer Services of India Private Limited Bestech Business Towers 7th Floor Sector 48 Sohna Road Gurgaon** from the operation of the provisions of section **30** of the Punjab Shops and Commercial Establishments Act, 1958 for a period of **One year** from the date of publication of the notification in the Official Gazette subject to the following conditions:—

1. The Establishment must be registered/renewed through on-line under the Punjab Shops and Commercial Establishments Act, 1958 on the departmental web site (www.hrlabour.gov.in)
2. The total No. of hours of work of an employee in the establishment shall not exceed ten on any one day.
3. The spread over inclusive of interval for rest in the establishment shall not exceed twelve hours on any one day.
4. The total No. of hours of overtime work shall not exceed fifty in any one quarter and the person employed for over time shall be paid remuneration at double the rate of normal wages payable to him calculated by the hours.
5. The Management will ensure protection of women from Sexual Harassment at work place in terms of the direction of the Hon'ble Supreme Court in the case of *Vishaka & Others Vs. State of Rajasthan* *vide* judgment dated 13-8-1997 (AIR 1997 Supreme Court-3011).
6. The Management will provide adequate Security and proper Transport facility to the women workers including women employees of contractors during the evening/night shifts.
7. The Management shall execute the Security Contract with an appropriately licensed/registered Security Agency including the name of the cab provider/Transport contractor.
8. The Management will ensure that the women employees boarding on the vehicle in the presence of security guards on duty.
9. The Management will ensure that the Security Incharge/Management have maintained the Boarding Register/Digitally signed computerized record consisting the Date, Name of the Model & Manufacturer of the Vehicle, Vehicle Registration No., Name of the Driver, Address of the Driver, Phone/Contract No. of the Driver, and Time of Pickup of the women employees from the establishment destination.
10. The Management will ensure that the attendance Register of the security guard is maintained by the security incharge/ management.
11. The Management will also ensure that the driver is carrying the photo identity cards clearly bearing his Name and with proper address and dress.
12. The Management will ensure that the transport vehicle incharge / security incharge / management is maintained a movement register.
13. The Management will ensure that the vehicle is not black or tinted glasses.
14. The Management will ensure that the emergency calls not are displayed inside the vehicle. The Management will also ensure that the driver will not take any women employee first for work place and will not drop last at home/her accommodation.
15. The Management will ensure that the drivers will not to leave the dropping point before the employees enters into her accommodation.
16. The Management will ensure to an annual self defense workshop/training for women employees.
17. Among other conditions as may be specified in this regard by the Labour Department from time to time.

ARUN KUMAR GUPTA,
Labour Commissioner, Haryana,

HARYANA GOVERNMENT**LABOUR DEPARTMENT****Notification**

The 21st January, 2015

No. I.R.-II-Exmp/NS(W)/Mgt/2015/08/3198.— In exercise of the powers conferred by Section 28 of the Punjab Shops and Commercial Establishments Act, 1958 (Punjab Act 15 of 1958) read with rules framed under the said Act, and all the powers enabling him in this behalf the Governor of Haryana hereby exempts **M/s JLL Property consultants Pvt. Ltd. (Special Economic) 6th Floor, Tower-B, Building No. 6, DLF Cyber City Phase-III, Sector-24 & 25 A, Gurgaon** from the operation of the provisions of section **30** of the Punjab Shops and Commercial Establishments Act, 1958 for a period of **One year** from the date of publication of the notification in the Official Gazette subject to the following conditions:-

1. The Establishment must be registered/renewed through on-line under the Punjab Shops and Commercial Establishments Act, 1958 on the departmental web site (www.hrlabour.gov.in)
2. The total No. of hours of work of an employee in the establishment shall not exceed ten on any one day.
3. The spread over inclusive of interval for rest in the establishment shall not exceed twelve hours on any one day.
4. The total No. of hours of overtime work shall not exceed fifty in any one quarter and the person employed for over time shall be paid remuneration at double the rate of normal wages payable to him calculated by the hours.
5. The Management will ensure protection of women from Sexual Harassment at work place in terms of the direction of the Hon'ble Supreme Court in the case of Vishaka & Others Vs. State of Rajasthan *vide* judgment dated 13-8-1997 (AIR 1997 Supreme Court-3011).
6. The Management will provide adequate Security and proper Transport facility to the women workers including women employees of contractors during the evening/night shifts.
7. The Management shall execute the Security Contract with an appropriately licensed/registered Security Agency including the name of the cab provider/Transport contractor.
8. The Management will ensure that the women employees boarding on the vehicle in the presence of security guards on duty.
9. The Management will ensure that the Security Incharge/Management have maintained the Boarding Register/Digitally signed computerized record consisting the Date, Name of the Model & Manufacturer of the Vehicle, Vehicle Registration No., Name of the Driver, Address of the Driver, Phone/Contract No. of the Driver, and Time of Pickup of the women employees from the establishment destination.
10. The Management will ensure that the attendance Register of the security guard is maintained by the security incharge/ management.
11. The Management will also ensure that the driver is carrying the photo identity cards clearly bearing his Name and with proper address and dress.
12. The Management will ensure that the transport vehicle incharge / security incharge / management is maintained a movement register.
13. The Management will ensure that the vehicle is not black or tinted glasses.
14. The Management will ensure that the emergency calls not are displayed inside the vehicle. The Management will also ensure that the driver will not take any women employee first for work place and will not drop last at home/her accommodation.
15. The Management will ensure that the drivers will not to leave the dropping point before the employees enters into her accommodation.
16. The Management will ensure to an annual self defense workshop/training for women employees.
17. Among other conditions as may be specified in this regard by the Labour Department from time to time.

ARUN KUMAR GUPTA,
Labour Commissioner, Haryana.

HARYANA GOVERNMENT

LABOUR DEPARTMENT

Notification

The 21st January, 2015

No. I.R.-II-Exmp/NS(W)/Mgt/2015/04/3190.—In exercise of the powers conferred by Section 28 of the Punjab Shops and Commercial Establishments Act, 1958 (Punjab Act 15 of 1958) read with rules framed under the said Act, and all the powers enabling him in this behalf the Governor of Haryana hereby exempts **M/s Eli Research India Pvt. Ltd., 15/2, Mahalaxmi Embroidery Complex, Sec-27, NH-2, Delhi, Faridabad** from the operation of the provisions of section **30** of the Punjab Shops and Commercial Establishments Act, 1958 for a period of **One year** from the date of publication of the notification in the Official Gazette subject to the following conditions:-

1. The Establishment must be registered/renewed through on-line under the Punjab Shops and Commercial Establishments Act, 1958 on the departmental web site (www.hrlabour.gov.in)
2. The total No. of hours of work of an employee in the establishment shall not exceed ten on any one day.
3. The spread over inclusive of interval for rest in the establishment shall not exceed twelve hours on any one day.
4. The total No. of hours of overtime work shall not exceed fifty in any one quarter and the person employed for over time shall be paid remuneration at double the rate of normal wages payable to him calculated by the hours.
5. The Management will ensure protection of women from Sexual Harassment at work place in terms of the direction of the Hon'ble Supreme Court in the case of *Vishaka & Others Vs. State of Rajasthan* *vide* judgment dated 13-8-1997 (AIR 1997 Supreme Court-3011).
6. The Management will provide adequate Security and proper Transport facility to the women workers including women employees of contractors during the evening/night shifts.
7. The Management shall execute the Security Contract with an appropriately licensed/registered Security Agency including the name of the cab provider/Transport contractor.
8. The Management will ensure that the women employees boarding on the vehicle in the presence of security guards on duty.
9. The Management will ensure that the Security Incharge/Management have maintained the Boarding Register/Digitally signed computerized record consisting the Date, Name of the Model & Manufacturer of the Vehicle, Vehicle Registration No., Name of the Driver, Address of the Driver, Phone/Contract No. of the Driver, and Time of Pickup of the women employees from the establishment destination.
10. The Management will ensure that the attendance Register of the security guard is maintained by the security incharge/ management.
11. The Management will also ensure that the driver is carrying the photo identity cards clearly bearing his Name and with proper address and dress.
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15. The Management will ensure that the drivers will not to leave the dropping point before the employees enters into her accommodation.
16. The Management will ensure to an annual self defense workshop/training for women employees.
17. Among other conditions as may be specified in this regard by the Labour Department from time to time.

ARUN KUMAR GUPTA,
Labour Commissioner, Haryana.

HARYANA GOVERNMENT

LABOUR DEPARTMENT

Notification

The 21st January, 2015

No. I.R.-II-Exmp/NS(W)/Mgt/2015/06/3188.—In exercise of the powers conferred by Section 28 of the Punjab Shops and Commercial Establishments Act, 1958 (Punjab Act 15 of 1958) read with rules framed under the said Act, and all the powers enabling him in this behalf the Governor of Haryana hereby exempts **M/s Falck India Private Limited Unit No. FF-104, 105, 107, The Peach Tree Block-C Sushand Lok-1, Sector-43, Gurgaon** from the operation of the provisions of section **30** of the Punjab Shops and Commercial Establishments Act, 1958 for a period of **One year** from the date of publication of the notification in the Official Gazette subject to the following conditions:-

1. The Establishment must be registered/renewed through on-line under the Punjab Shops and Commercial Establishments Act, 1958 on the departmental web site (www.hrlabour.gov.in)
2. The total No. of hours of work of an employee in the establishment shall not exceed ten on any one day.
3. The spread over inclusive of interval for rest in the establishment shall not exceed twelve hours on any one day.
4. The total No. of hours of overtime work shall not exceed fifty in any one quarter and the person employed for over time shall be paid remuneration at double the rate of normal wages payable to him calculated by the hours.
5. The Management will ensure protection of women from Sexual Harassment at work place in terms of the direction of the Hon'ble Supreme Court in the case of Vishaka & Others Vs. State of Rajasthan *vide* judgment dated 13-8-1997 (AIR 1997 Supreme Court-3011).
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16. The Management will ensure to an annual self defense workshop/training for women employees.
17. Among other conditions as may be specified in this regard by the Labour Department from time to time.

ARUN KUMAR GUPTA,
Labour Commissioner, Haryana.

HARYANA GOVERNMENT

LABOUR DEPARTMENT

Notification

The 21st January, 2015

No. I.R.-II-Exmp/NS(W)/Mgt/2015/03/3192.—In exercise of the powers conferred by Section 28 of the Punjab Shops and Commercial Establishments Act, 1958 (Punjab Act 15 of 1958) read with rules framed under the said Act, and all the powers enabling him in this behalf the Governor of Haryana hereby exempts **M/s Agile Consulting Pvt. Ltd. Plot No. 880, 3rd Floor, Udyog Vihar, Phase-V, Village - Sarhol, Teh. & Distt. Gurgaon** from the operation of the provisions of section **30** of the Punjab Shops and Commercial Establishments Act, 1958 for a period of **One year** from the date of publication of the notification in the Official Gazette subject to the following conditions:—

1. The Establishment must be registered/renewed through on-line under the Punjab Shops and Commercial Establishments Act, 1958 on the departmental web site (www.hrlabour.gov.in)
2. The total No. of hours of work of an employee in the establishment shall not exceed ten on any one day.
3. The spread over inclusive of interval for rest in the establishment shall not exceed twelve hours on any one day.
4. The total No. of hours of overtime work shall not exceed fifty in any one quarter and the person employed for over time shall be paid remuneration at double the rate of normal wages payable to him calculated by the hours.
5. The Management will ensure protection of women from Sexual Harassment at work place in terms of the direction of the Hon'ble Supreme Court in the case of *Vishaka & Others Vs. State of Rajasthan* *vide* judgment dated 13-8-1997 (AIR 1997 Supreme Court-3011).
6. The Management will provide adequate Security and proper Transport facility to the women workers including women employees of contractors during the evening/night shifts.
7. The Management shall execute the Security Contract with an appropriately licensed/registered Security Agency including the name of the cab provider/Transport contractor.
8. The Management will ensure that the women employees boarding on the vehicle in the presence of security guards on duty.
9. The Management will ensure that the Security Incharge/Management have maintained the Boarding Register/Digitally signed computerized record consisting the Date, Name of the Model & Manufacturer of the Vehicle, Vehicle Registration No., Name of the Driver, Address of the Driver, Phone/Contract No. of the Driver, and Time of Pickup of the women employees from the establishment destination.
10. The Management will ensure that the attendance Register of the security guard is maintained by the security incharge/ management.
11. The Management will also ensure that the driver is carrying the photo identity cards clearly bearing his Name and with proper address and dress.
12. The Management will ensure that the transport vehicle incharge / security incharge / management is maintained a movement register.
13. The Management will ensure that the vehicle is not black or tinted glasses.
14. The Management will ensure that the emergency calls nos. are displayed inside the vehicle. The Management will also ensure that the driver will not take any women employee first for work place and will not drop last at home/her accommodation.
15. The Management will ensure that the drivers will not to leave the dropping point before the employees enters into her accommodation.
16. The Management will ensure to an annual self defense workshop/training for women employees.
17. Among other conditions as may be specified in this regard by the Labour Department from time to time.

ARUN KUMAR GUPTA,
Labour Commissioner, Haryana.